

Astronauts enthrall audience with footage from space



Among the students who crowded into the UVic Centre Auditorium to see Canada's new heroes were Lara Pierce and Arlo Erickson of Sundance Elementary School. The avid photographer who captured the children with Roberta Bondar was Lara's father—and UVic photographer—Don Pierce. Above right, Bondar watches the footage showing the launch of Discovery.

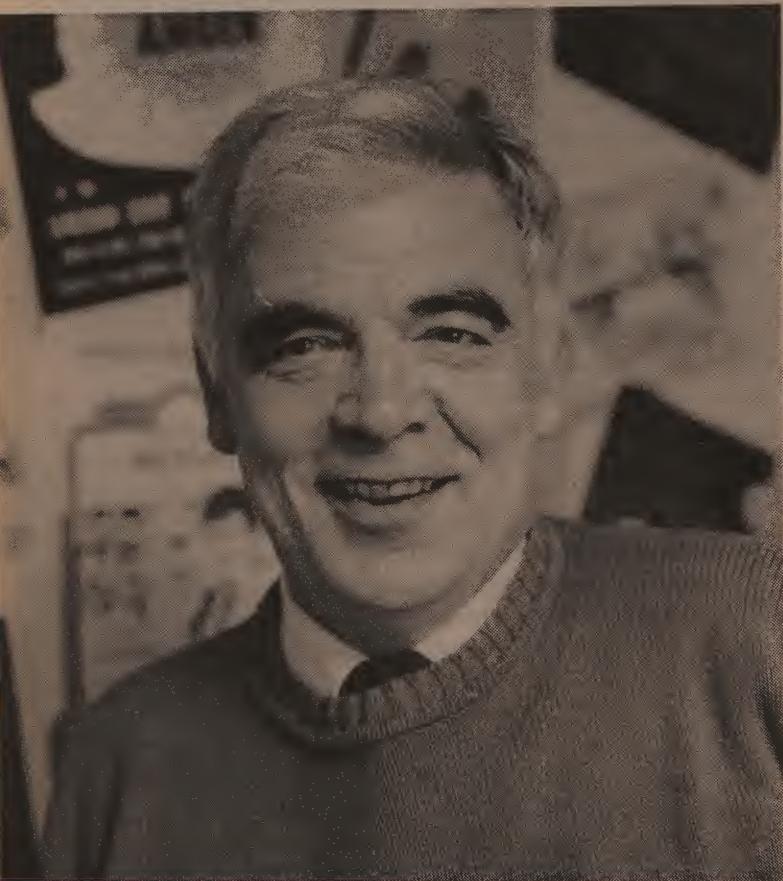
Canadian astronauts Dr. Roberta Bondar and Dr. Ken Money captivated a capacity crowd at the University Centre auditorium April 27 with movies from space and inspiring memories of their participation earlier this year in the first International Microgravity Laboratory Mission (IML-1) aboard the space shuttle Discovery.

Cheering students, who travelled to UVic from all of the region's school districts, were among the audience who greeted Canadian science's newest celebrities when they appeared onstage with University President David Strong, Chancellor Robert Rogers, Board of Governors Vice-chair Miriam Lancaster and Dr. Verena

Tunnicliffe of the Department of Biology.

Prior to narrating a half-hour film highlighting her eight day space mission, Bondar, who holds bachelor of science degrees in zoology and agriculture, a master of science degree in experimental pathology and a doctorate in neurobiology, promoted her chosen area of study.

Top teacher is both actor and intellect



BY KEN FARIS

A UVic professor who has been teaching since the days of Victoria College has been awarded this

Anthony Jenkins

year's Alumni Association Award for Excellence in Teaching.

English Professor Anthony

Jenkins was chosen out of a dozen nominees for this year's award. He was presented with a special gift at a reception on May 6 prior to the Alumni Association's Annual General Meeting. A framed photograph of Dr. Jenkins will be hung in the McPherson Library next to the previous years' winners.

Alumni Association President Wendy Gedney said that the award was created four years ago to promote excellence in teaching and to honour teachers with exceptional teaching abilities. Candidates are nominated by their students and peers.

Dr. Sam Scully, who chairs the selection committee consisting of three UVic alumni, two UVic faculty members and three students, said choosing Prof. Jenkins from a list of 12 top-calibre nominees was a difficult task.

"Clearly Prof. Jenkins is an outstanding candidate and his nominators did a superlative job in putting forward their nomination of this fine teacher," said Scully.

Prof. Jenkins has been teaching English at UVic since the Gordon Head campus opened in 1963, and was an instructor at Victoria College for three years prior to that.



"Science is fun," she told her audience. "It's a great leveler. It helps us not to be frightened."

Bondar, already committed to environmental causes prior to the mission, said her trip into space strengthened her convictions.

"Earth is alone. We have to take care of this planet," she stated before showing the audience footage of Canada shot through Discovery's window.

"The view of Earth from space is absolutely awesome. When I flew over Canada I listened to 'O Canada' and I saw no boundaries, no province distinguished from another province. The country is so beautiful."

Money showed slides of the

Please see
Astronauts, page 7.

Government okays funding for engineering lab wing

UVic has been given \$1.24 million by the provincial government to design a proposed \$27-million Engineering/Laboratory Wing, Advanced Education, Training and Technology Minister Tom Perry announced last Tuesday.

"This new facility will consolidate the engineering program's existing laboratory facilities and enable UVic to develop a full faculty complement in its engineering program," said Perry in making the announcement.

The 11,350-square-metre building will be adjacent to the Engineering Office Wing located inside Ring Road. The building has been an integral part of the University's long-term capital plan since the initiation of the engineering program in 1984.

The new structure will be designed to house laboratory facilities for computer science, computer engineering, and electrical and mechanical engineering. Space will also be provided for Centres of Excellence in robotics and intelligent systems, telecommunications, and micro-electronic devices, circuits and systems.

"This building is our highest priority capital project for which funding was requested and last week's announcement by Dr. Perry is most welcome," said Trevor Matthews, Vice-President Administration.

His associate, Dr. John Tucker, pointed out that Jenkins "has never in 32 years missed a single class."

Jenkins, who said he is "thrilled to pieces" about winning the alumni teaching award, said he found it much easier to teach when he first came to Victoria as a younger man.

"The older I get and the more authoritarian I become, I find it harder to teach because I find it so much harder to listen as I get older," said Jenkins.

"I'm very glad that I came here during the last years of Victoria College, because you really had to work hard to make the grade and get feedback from students if you wanted to stay on staff from one year to the next."

He added that the irony of winning the award this year is that it comes at a time when he is doing less teaching than usual, as he has

been the English department's Director of Graduate Studies over the past year.

Jenkins said that while people pay lip service to teaching, the profession really hasn't been given the credit it deserves.

"Teaching is such a two-way

Please see
Jenkins, page 2.

Inside

Physicians will treat international ailments during Commonwealth Games.....page 4.

Members of CUPE Local 951 and department chairs, directors and managers turned out on April 22 to hear how UVic plans to move towards pay equity.....page 5.

Tunnicliffe and Owens become members of Royal Society of Canada

BY CATHERINE CLARK

Two UVic professors, both faculty members in the Department of Biology, have been admitted to the Royal Society of Canada. Dr. Verena Tunnicliffe, who has a joint appointment with the Centre for Earth and Ocean Research and Biology, and Dr. John Owens join UVic's 16 other active Royal Society members.

Her distinctive career in the field of ocean science, as well as her other scientific accomplishments, has gained Tunnicliffe her prestigious appointment to the Academy of Science of the Royal Society of Canada. Tunnicliffe has been Chief Scientist of three undersea research trips off the B.C. coast, including the expedition which discovered the deep sea volcanic activity which is now her area of specialization.

On the ocean floor, where the earth's crust is very thin, lava just beneath the surface causes hot water jets. These hot vents support unusual bacteria, which Tunnicliffe says are a source of chemical energy, as they produce sugars in a similar way to the photosynthetic activity of plants. Tunnicliffe believes that these microscopic animals are ancient, possibly a "holdover from the dinosaurs." Since they live in such deep waters, it is likely that they have been relatively undisturbed and thus have evolved very little.

Tunnicliffe received her BSc from McMaster University, and her MPhil and PhD from Yale University. Since 1977, she has published and/or presented 98 articles and papers in scientific journals and symposia. Her other works include contributions to various scientific texts, and six articles in the *New Canadian Encyclopedia*.

She emphasized that the Royal Society is, "one way academics can have influence on political decisions," and "not just an institute of close-minded academics." She points out that there is no other such vehicle via which the academic community can form a "co-ordinated voice" in Canada.

Tunnicliffe is the second female professor at UVic invited to join the society; the other is Dr.

Nancy Sherwood (Biology), inducted into the Academy of Sciences in 1990.

John Owens specializes in botany, and in particular, forestry. Owens received his BSc from Portland State College, and his MSc and PhD from Oregon State University. He is the current Director of UVic's Centre for Forest Biology, and in 1986, developed a graduate program in forest biology which is unique in Canada. This program links the Departments of Biology and Biochemistry & Microbiology and provides comprehensive training for professionals in forest regeneration and biotechnology.

Owens has published 25 books, chapters and monographs and 93 articles and papers, and has been invited to present at 12 national and international symposia. The focus of his current research is the reproductive biology of coniferous trees; he is concerned with conifer development and seedling physiology. His work is aimed at producing seeds and seedlings with a higher survival rate, thus enhancing the reforestation process.

As he is also member of the Provincial Forest Research Advisory Committee, Owens will continue to ameliorate the development of reforestation technologies—developments particularly pertinent to British Columbia's ecological condition.

Tunnicliffe and Owens join UVic's 16 other active Royal Society of Canada members: Dr. Alan Astbury (Physics and Astronomy), Dr. Christopher Barnes (Centre for Earth and Ocean Research, and President, Academy of Science, Royal Society of Canada), Dr. Anthony Birch (Political Science-retired), Prof. David Campbell (Classics), Dr. Patrick Grant (English), Dr. Roy Hyndman (Physics and Astronomy-adjunct), Dr. Edward Irving (Physics and Astronomy-adjunct), Dr. George Mackie (Biology), Dr. Alistair Matheson (Biochemistry & Microbiology), Dr. Nancy Sherwood (Biology), Dr. Sidney van den Bergh (Physics and Astronomy-adjunct), Dr. Donovan Waters (Law), Dr. Robert Stewart (Physics and Astronomy-adjunct), President David Strong, Dr. Christopher Garrett (Physics and Astronomy-adjunct), and Dr. Jean-Paul Vinay (Linguistics-retired).

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Quote

"C'est une étrange entreprise que celle de faire rire les honnêtes gens."

"It's an odd job, making decent people laugh."

—Molière
(J.-B. Poquelin)
1622-1673

David Brousson made many contributions

David M. Brousson, a member of UVic's Board of Governors, died suddenly of a heart attack at his summer home on Bowen Island on May 3. He was 71.

In his four and a half years as a BoG member, Brousson made a valuable contribution to the University, says Ian Stewart, Chair of the BoG.

"David's been a tremendous asset to the University's Board because of his lengthy involvement in university affairs," says Stewart.

Stewart says he and Brousson were close personal friends for more than 30 years and called Brousson "a tower of strength." Stewart said all who knew Brousson were shocked to hear of his sudden death.

"We'll miss him terribly," said Stewart. "He brought a great deal of balance to all affairs and had the ability, when things got hot, to bring people together."

Brousson is survived by his wife, Evelyn, of West Vancouver; two sons, Court and Leigh; two daughters, Sherry and Katherine; and eight grandchildren. He was born in Creston, B.C. on Dec. 14, 1920. He was educated at Mt. Douglas Sr. High, Victoria College, and the

Victoria Normal School in Victoria, and was a graduate of UBC in electrical engineering in 1949.

Brousson was appointed a member of the BoG in September 1987 and was re-appointed for a three-year term in August 1990. He chaired the Board's Development and External Relations Committee and the Audit Committee.

Between 1978 and 1983,

tion, trustee of the B.C. Advanced Systems Foundation, trustee of the Discovery Foundation, trustee of the Terry Fox Foundation, and Director of Pacific Pharmaceuticals Ltd. He was also a member of the Association of Professional Engineers of B.C. For the past five years he was Acting Director of the B.C. Advanced Systems Institute.

During the Second World War he spent three years as Lieutenant of Artillery for the Canadian Army.

In 1950 he founded Century Sales and Controls Ltd. and built it into B.C.'s largest wholesaler of heating and air conditioning supplies and equipment before leaving in 1975. From 1968 to 1973, Brousson served as the Liberal MLA for North Vancouver-Capilano.

More recently, he was a consultant to business, education and government with personal involvement in a number of small business companies in Canada and the U.S.

A memorial service for David Brousson was held on May 7 at St. Stephen's Anglican Church, 885 22nd Street, in West Vancouver.



David Brousson

Brousson was Dean of Continuing Education and Industry Services at the B.C. Institute of Technology, and he directed the pilot project which later became the Knowledge Network.

Brousson had a number of other affiliations, including Chairman of the Lions Gate Hospital Founda-

New pamphlet aids sexual assault victims

A new pamphlet produced by a UVic student group offers information about the legal process involved in reporting a sexual assault. *Sexual Assault and the Law*, written by members of the Violence Against Women Committee of the Vancouver Island Public Interest Research Group (VIPIRG) clarifies the law on sexual assault, outlines the police and hospital procedures for treating a sexual assault victim and explains the trial process.

"The criminal justice system is very intimidating to women," says committee co-ordinator Roshni

Narain. "We hope to demystify it with this pamphlet. It makes the point that it is a woman's choice if she wishes to report an assault and lays out the reality of the court procedure if she decides to prosecute."

The pamphlet was launched during a forum on Sexual Assault and the Law on March 31 in Cinecenta. Crown Prosecutor Robert Mulligan and Assistant Manager of Traffic and Security Ken Morrison were joined by representatives of the Saanich Police, the Victoria Women's Sexual Assault Centre, and the sexual assault

response teams from Victoria General and Royal Jubilee Hospitals.

The pamphlet was written by law students Peter Brady and Rhonda Maines and VIPIRG members Narain and Suzanne Klaussen. It was proofed by UVic faculty who are members of the National Association of Women and the Law. The pamphlet is distributed through University Health Services, the Victoria Women's Sexual Assault Centre and the UVic Women's Centre.

Jenkins continued from page 1.

thing; you have to be able to listen as much as be able to lecture," he said, adding that part of his early inspiration to take up teaching probably came from a reaction against the one-way lecture approach to which he was subjected as a student at Cambridge, where he received his BA and MA in English.

"Also, I'm an actor and I'm Welsh, and everyone knows that all Welshmen become actors, teachers or clergymen."

Jenkins, who received his PhD in English in 1967 from University of California, Berkeley, added that

one of the people from whom he gained a great deal of inspiration was Dr. Roger Bishop, who was head of the English Department when Jenkins first arrived in Victoria.

Of Jenkins, Dr. Bishop had this to say: "It is high time he should be recognized as best teacher."

Other students and associates have raved about Jenkins' teaching abilities.

"Jenkins' undergraduate Chaucer, Shakespeare and contemporary drama classes are legendary," said one of

his undergrad students.

"He forces the student to stretch his or her intellect and imagination," said a graduate student. "At the same time, his lectures are most entertaining."

Dr. John Tucker agrees. "The articulate artistry of Anthony's talks put them in a class by themselves. He is at once an actor and an intellect."

Policy change will shorten loan lineups

A change in the provincial government's policy regarding authorization of student loans will lessen the legendary lineups that traditionally form at UVic, and other provincial universities, each fall. In response to a joint request by UVic, UBC and Simon Fraser University, the Ministry of Advanced Education, Training and Technology has agreed to permit universities to distribute authorization forms beginning Aug. 17 to those students who submit their loan applications by June 1. Previously, authorization documents could not be released by universities until after the first day of classes, creating massive lineups of frustrated students facing increasingly harried student financial aid services staff.

"The former deadline created too much stress and tension on both staff and students," says Manager of UVic's Student Financial Aid Services Nels Granewall. "They had to operate within too tight a time frame. The universities explained that it was no longer

possible to comply with the terms that loan authorization not be given until after the first day of classes and the Ministry acknowledged our situation."

While the rules for loan authorization haven't changed since 1964, the registration process has undergone dramatic change. Where students once registered for courses at the beginning of a semester, they now use the tele-reg process to complete the procedure weeks in advance. The number of students registering and requiring student loans has increased dramatically and Granewall is pleased that the Ministry has acknowledged this through its policy change.

"It won't eliminate the lineups, but those students who come to us early can beat the rush," adds Granewall. "It's one more thing that they can get out of the way before classes start."

As has been the case in the past, the authorization document is valid for 30 days and banks will not release any money to students until the first week of classes.



Calling for cash. UVic student callers are once again phoning alumni and friends of the University as part of the Annual Giving Campaign. From left to right above, Marlene Jackson, Carla Wilson, Pei Mei Chia, Julie Hewlett, and Sherry Lynn Day are among the 17 students who will be calling some 17,000 potential donors before the end of June. (The head in the foreground belongs to co-ordinator Mike Rothwell.) This is the third time UVic has conducted the Dial-A-Mail program, in which alumni receive letters that are then followed-up with a call from a student. The personal contact provides an opportunity for people to ask questions or make comments about the University as well as to make a donation. Those giving to the University Endowment Fund will once again see their gift quadrupled—matched dollar-for-dollar first by the Vancouver Foundation and by the B.C. government.

Robie Liscomb photo

Harry Davis will take helm of UVic Innovation and Development Corp.

The appointment of Harry K. Davis as President and Chief Executive Officer of the UVic Innovation and Development Corporation has been jointly announced by Robert F. Alexander, Chairman of the corporation's Board of Directors, and Ian Stewart, Chairman of the UVic Board of Governors. Davis is coming to UVic from Memorial University in Newfoundland where he is President and CEO of Seabright Corporation Limited, a wholly-owned subsidiary of Memorial which specializes in technology transfer between Memorial and the private sector. With its first staff appointment in place the new corporation will begin operations on July 1.

The UVic Innovation and Development Corporation is a wholly-owned subsidiary of UVic incorporated last May for the purpose of directing the activities of the UVic Innovation and Development Centre (UVic IDC). The centre will serve as an incubator for new knowledge-based enterprises and facilitate the commercialization of university-generated discoveries and inventions. It is intended to stimulate the transfer of knowledge

and technology between the University and the community and to increase the economic benefits to British Columbia from Research & Development conducted at UVic.

"I'm very pleased with the appointment of Mr. Davis," said Mr. Alexander. "The selection was made from extremely high calibre and talented people from across Canada and the United States."

Davis is an adjunct Professor of Electrical Engineering in Memorial's Faculty of Engineering and Applied Science and holds a Bachelor of Science in Engineering from Queen's University.

Prior to 1987, when he took on the presidency of Seabright, Davis had achieved over 20 years of experience in senior positions with technology transfer enterprises throughout Canada. He holds directorships in a number of industrial research enterprises including Rockspan Industries Inc., Boswell Technologies Inc., Bio-ID Corporation Limited, Terra Nova Biotechnology Limited, Newfoundland Nuclear Inc., Centre for Fisheries Innovation, Canadian Centre for Marine Communications, Sea-Peat Limited, and Deltaport Limited.



The magnificent red-flowering Rhododendron thomsonii is just one of the multitude of Rhododendron species and hybrids that make a visit to the University Finnerty Gardens particularly worthwhile at this time of year.

Ken Faris photo

What's Blooming at UVic?

The following plants are currently in bloom in the University Finnerty Gardens:

Sixty hybrid rhododendron varieties, including the magnificent blooms of *loderi*, deep pink bell flowers of Lady Roseberry and flower colours of purple, red, pink, white, blue and yellow. Forty species of rhododendrons including magnificent blues of *augustinii*, delicate pinks of *schlippenbachii* and reds of *thomsonii*. Deciduous azaleas in variety.

Shrubs include *Viburnum tomentosum* (Doublefile viburnum), *Rubus tridel* (Ornamental bramble), *Ribes* species (Flowering current), *Rhodotypos scandens*, (Jetbead), *Chaenomeles* species (Flowering quince), *Sambucus racemosa* (Elderberry).

Trees include *Davidia involucrata* (Dove tree), *Comus nuttallii* (Pacific dogwood), *Cercis canadensis* (Red bud).

Vines include *Clematis* species.

Perennials include tulips, poppies, Solomon's Seal, spurge.



University of Victoria Finnerty Garden Friends raised approximately \$14,000 on total sales of about \$27,000 during their annual spring Plant Sale, held for three hours on Sunday, May 3, in McKinnon Gym. Moments after the doors were opened at 10 a.m., eager buyers made a dash for the thousands of plants that were donated by various individuals and businesses. Proceeds from the sale will be used to help maintain the University Finnerty Gardens on Ring Road, near the Interfaith Chapel.

Ken Faris photo

Medical staff will treat world



XV Commonwealth Games

UVIC
UNIVERSITY OF VICTORIA

BY PATTY PITTS

When physicians volunteer to work at large international sports events such as the Commonwealth Games, they expect to treat a lot of athletics-related injuries. Yet, at the 1990 Goodwill Games in Seattle, the busiest medical staff were the dentists.

"Many Soviet athletes wanted to take advantage of the opportunity to have their teeth fixed with Western dental practices," explains

Dr. Richard Backus of UVic's Health Services, vice-chair of the Commonwealth Games medical committee and chair of the Games' athletes' services committee.

Backus expects similar phenomena may occur when the Games come to UVic in 1994 and says the information exchange works both ways.

"Many doctors are interested in dealing with diseases and disorders that affect athletes from other parts of the world," he adds. "Most of the poorer countries don't travel with team doctors or officials so they'll turn to us if they need medical assistance."

Acquiring advance medical records for the more than 3,000 athletes expected to compete in the Games is not as simple as it might seem, especially when the minimal requirements for medical information varies widely between the countries of the Commonwealth. Once the competitors are on site Backus hopes to provide medical staff with whatever infor-

mation about the athletes is available.

Dr. Jochen Moehr and Gerhard Brauer of Health Information Science are developing a medical informatics system for the Games that will provide doctors with a computerized records system accessible from all venues.

Organizing medical services for what Backus calls the "Games family" is a massive undertaking that has already been in the planning stages for two years.

"Basically, we'll be looking after thousands and thousands of people," states Backus. "That includes the athletes and officials, members of the media and the spectators. We have to provide facilities for those doctors who travel with their teams as well as run a pharmacy for them and operate a six-bed hospital."

The facilities, which will include support services such as physiotherapy, massage and chiropractic, will be located within the Athletes' Village. Only those

with top security clearance will be allowed in, but Backus expects much of the volunteer doctors' work will happen outside the security zone at the Games nine venues.

"At each one we have to provide space for medical care of athletes and spectators, as well as offer support services, doping testing and gender control," he says, referring to the now-familiar requirements inherent to any elite athletic competition. "If an athlete requires attention we'll swing into action simultaneously with any team doctors to offer co-operative and complementary assistance."

Backus estimates that 60 doctors will be required to staff the various venues and medical facilities at the games—20 per cent of the total number of general practitioners in Victoria. Sometimes their most pressing duty will be to direct spectators and media members to community medical facilities for whatever care they require. Ironically, because of the Games, those

facilities are likely to have reduced staffing at a time when a 20-per-cent increase in usage is forecast.

Backus and his committee members find it difficult to predict what kind of workload community and Games medical facilities can expect during the 10-day run of the event. Statistics from previous Commonwealth Games are minimal, so existing population figures are being used to project patient visits.

B.C. Ambulance Service is also involved in planning medical coverage of the Games. An ambulance will be required to be standing by at each venue so the service is already earmarking vehicles for Games use.

Nearly 300 health care professionals, several of them University Health Services staff members, have already volunteered to work during the Commonwealth Games. They'll be among those offering treatment for everything from sunburn to sciatica to patients from around the world.

Engineering Co-op student bound for Japan



BY KEN FARIS

A UVic engineering student has become the first Co-op Japan Program student to have a work term placement in Japan.

On May 6, Dennis Montgomery,

a Victoria native and fourth-year computer engineering student, left for Kawasaki, Japan, to work for the electrical firm Toshiba. He will be there for eight months.

The new Co-op Japan Program, which involves the universities of Victoria, Simon Fraser, Sherbrooke and Waterloo, was officially launched on March 12 when UVic President David Strong and the presidents of the three other universities visited Japan.

UVic's Co-operative Education Program has played a key role in helping to co-ordinate the new program, which is under the direction of Susan Huggett, who maintains an office in the Campus Services Building.

Before Montgomery left for Japan, he said he was "very excited" to have the chance to live and work in a new culture.

At Toshiba, he will be conducting a study of the application of fuzzy logic theory to image processing and control. Fuzzy logic is a term used to describe the theory of a logic set with an assigned degree of probability, instead of a true-false pretest, so that decisions

are determined on the basis of uncertainties. Montgomery said that from his reading about the subject, fuzzy logic arose out of nuclear physics and quantum mechanics during the 1950s, but little research was done then to develop practical applications from the theory. Japan is now the world leader in the field, said Montgomery.

An example of a practical application of fuzzy logic is the recent development of a hand-held video camera that produces an extremely smooth picture by allowing the camera to track and process images far more smoothly than through manual control, said Montgomery. There is an enormous potential for practical applications of fuzzy logic in consumer and industrial products.

While he works for Toshiba, Montgomery will live in a company dormitory, receive free meals there, and have his public transportation subsidized. His trip to

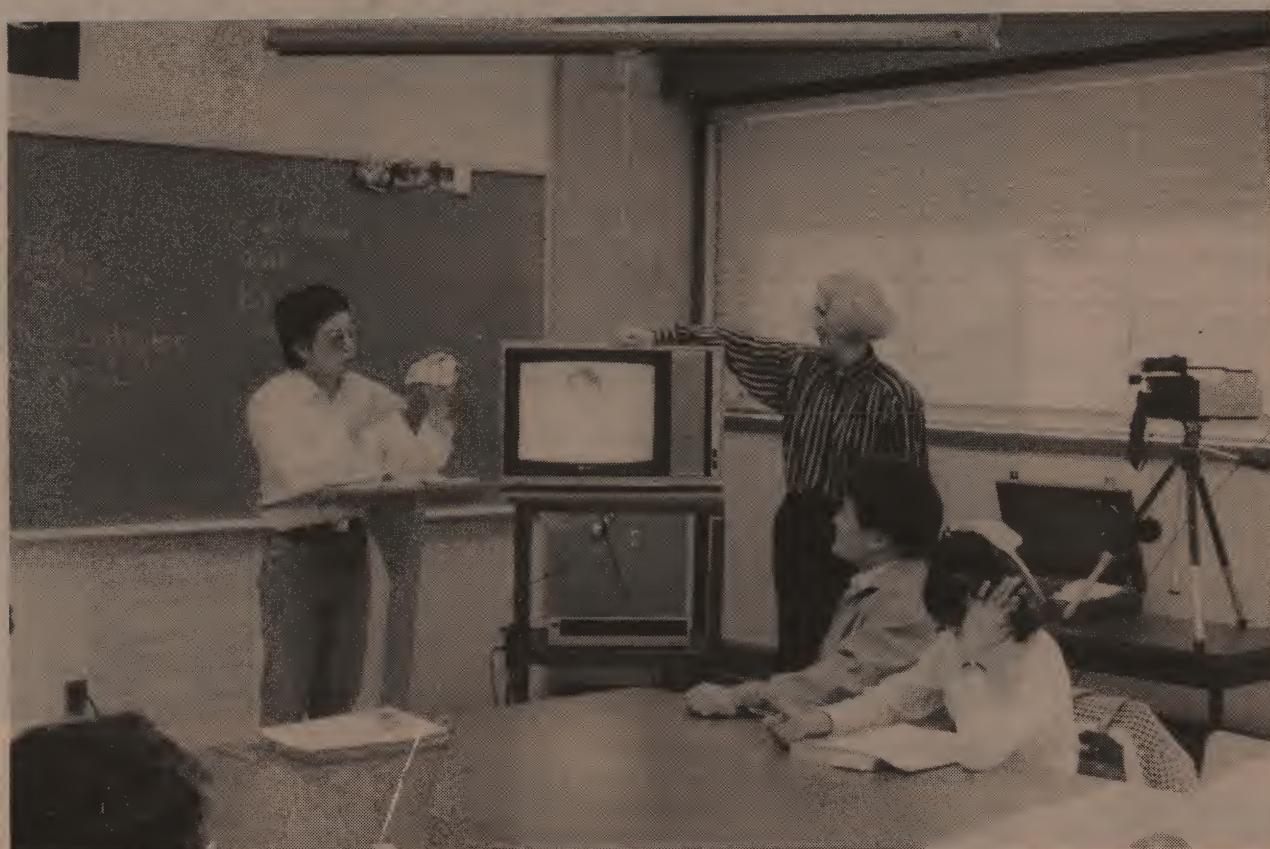
Japan is paid for by Toshiba, and he will receive a wage equivalent to about \$900 a month.

Montgomery said he has been watching the development of the newly formed Co-op Japan Program with great interest. A year ago, when he saw there might be a chance to go to Japan through the program, he enrolled in Japanese 100 and can now read two Japanese alphabets.

In September, he will be joined by another Co-op Japan student from Simon Fraser University.

He hopes the experience with Toshiba might eventually lead to a full-time job with a Japanese company, or a job with a Canadian technological firm dealing with Japanese companies.

Montgomery said he became interested in computer graphics in high school and decided then that he would enroll in UVic's computer engineering program.



Chemistry grad student Patrick Shao is videotaped giving an oral presentation in University Extension's course on language skills for ESL graduate students, as instructor Anita Kess looks on. Each fall and spring term, the Faculty of Graduate Studies provides funds enabling 15 UVic grad students, chosen by their advisers, to attend. The 11-week course focuses on speaking skills and also includes instruction in academic writing, constructing a curriculum vitae and other aspects of scholarship and academic life. All classroom presentations are videotaped, and students view their tapes privately before making a report on their observations.

Robie Liscomb photo.

Job evaluation and pay equity are goals of joint University-Union project

After five years of preparation, UVic and CUPE Local 951 are embarking on a joint project to design and implement a new customized job evaluation plan for all office and technical positions within CUPE Local 951.

UVic President David Strong has given his support to the project and has informed senior administrative and academic officials that their support is vital to its success.

On National Secretaries Day, April 22, members of Local 951 and some department heads attended a lunch hour meeting in the David Lam Auditorium to hear about the MULTICOMP Job Evaluation Plan developed by the Wyatt consulting firm. Wyatt, a leader in Canada in implementing job evaluation systems, will guide UVic in implementing MULTICOMP in the coming year.

The Plan will provide a systematic way of comparing the value of different jobs within the bargaining unit. It will also include representative positions from Local 917 so that comparisons can be drawn between male and female dominated classifications. In addition, the plan will maintain a link to market rates of pay.

The meeting began with an introduction by Vice-President, Finance Bob McQueen, who spoke in support of the project on behalf of President Strong who was unable to attend.

Mary Soles, Job Evaluation Project Leader, gave a brief history

of how the search for a new job evaluation plan had developed, then introduced the joint job evaluation committee which includes, in addition to herself, Personnel Officer-Bonnie Hallett and Administrative Officer-Ian Blazey (Chemistry) representing the University, and Ann Wilson-Computing Services Clerk, Terry Wiley-Electronics Technician (Chemistry), and Jackie Langley-Accounting Clerk, representing Local 951.

"We are now more confident than ever that we do need a new job evaluation plan and one that will be the basis for pay equity," Soles told the audience which filled nearly two thirds of the auditorium. MULTICOMP's technology is "state-of-the-art" and has been applied to job evaluation programs at such diverse organizations as Concordia University in Montreal, the National Research Council, the National Film Board, Nabisco Brands Ltd., and the Four Seasons Hotel chain, she said.

Wyatt consultants Robin White and Tim Dillon discussed their roles in the project and White gave a slide presentation describing the MULTICOMP process. A multiple choice questionnaire will be designed for UVic by the joint committee to evaluate jobs within both Locals 951 and 917, the audience was told. The questionnaire will accommodate the addition of new jobs and even the possibility of other employee groups, such as Local 917, at some later date. The

questionnaire will measure compensable factors common to all jobs—for example skill, effort, responsibility and working conditions. It will be tested for readability, appropriateness, understandability and completeness by four "focus groups" of 10-12 employees each, to be randomly selected from Local 951. Select Local 917 employees will also test the questionnaire to ensure it accurately captures the jobs selected for comparison with jobs in Local 951.

After the job evaluation questionnaire is refined through feedback from the focus groups and approved by the parties, it will be administered to benchmark positions in the two locals, reviewed by department supervisors and the results will be verified by the joint committee. A comprehensive salary survey will be conducted under the direction of the project committee. The questionnaire responses will be assessed both in relation to each other and to comparable market rates. The result will be a ranking of 951 and 917 benchmark jobs. The development and implementation process is expected to take approximately one year. Ultimately, the questionnaire will be administered to all employees in Local 951.

"This is a very labour intensive and time consuming project. However with employee involvement throughout the entire process, we are confident that it will accurately and fairly measure jobs within an

organization," White said.

Some concerns expressed by members of the audience with regard to the limited involvement in the new job evaluation plan by CUPE Local 917, the predominantly male maintenance and food services workers union. If there is to be pay equity, it is very important to have a fair comparison between 951 and 917," said one speaker. The concern was addressed by members of the job evaluation committee: Hallett said that two members of Local 917 will attend the job evaluation committee as observers providing input to the committee on the actual 917 jobs included in the study. Wiley said it is the committee's intention to look at a cross-section of male-dominated 917 positions.

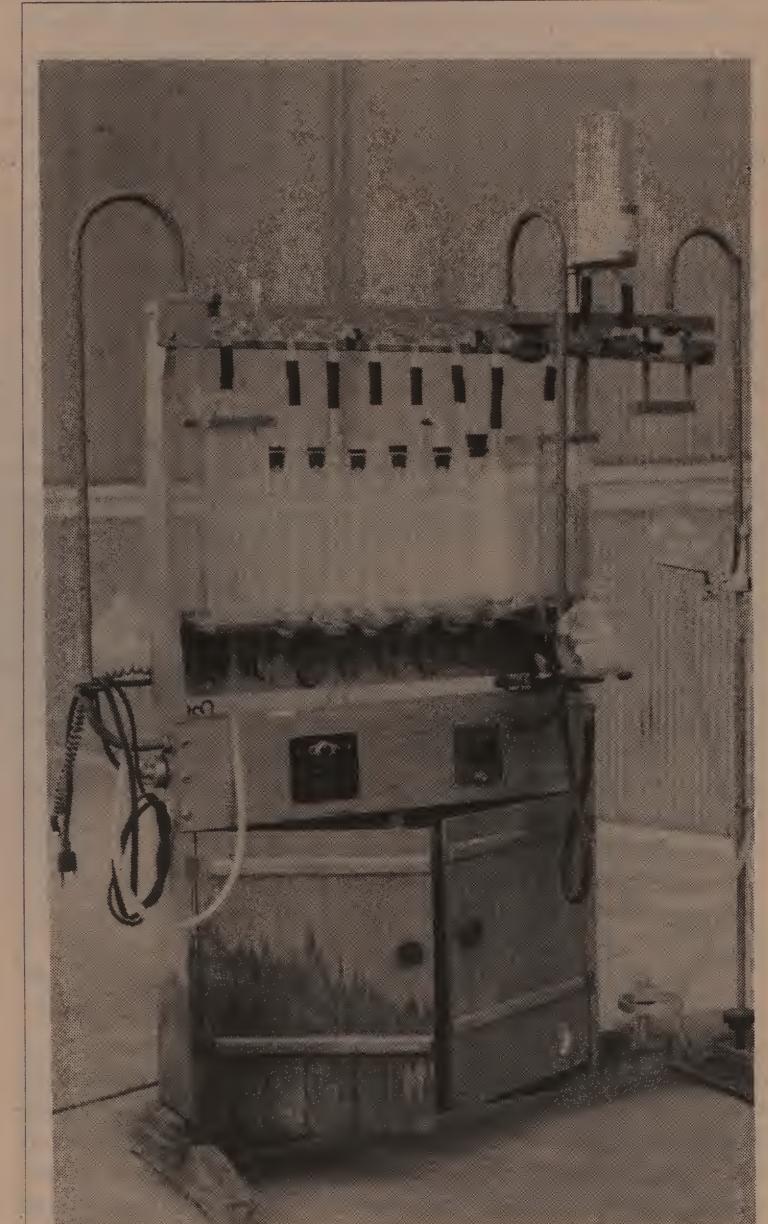
Director of Personnel, Peter van der Leeden, said that members of Local 917 will sit on the committee as observers "in case they decide eventually that they want to go through the process. Before agreeing to the [MULTICOMP job evaluation] process, 951 asked if they could have some [job] comparisons with 917," he added.

The jobs from Local 917 which the parties have agreed to include as comparators are Service Worker

I (Labourer), Service Worker II (Window Washer), Groundsworker II, Maintenance Worker, Mechanical Tradesperson and Electrician, Hallett and Soles said in a later interview. The understanding is that the parties intend to use these benchmarks to assist both in questionnaire design and market comparison.

Hallett and Soles emphasized that UVic and CUPE Local 951 are embarking on the first phase of what is a two phase process: The first phase is to establish the new job evaluation system and job rankings for all positions in the Local. The second phase will be for the parties to negotiate rates of pay for those jobs and address any pay anomalies identified by the job evaluation results at the bargaining table.

They said there will be more information sessions and newsletters for employees throughout the project. "The April 22nd meeting was an introduction. We cannot do justice to the magnitude of the project in one meeting," said Soles. Communications will be ongoing from the joint job evaluation committee. Questions are welcomed by any of the committee members.



UVic calendars are hot sellers

Shifting distribution of the UVic Calendar from the Records Office to the Bookstore and charging non-students for copies hasn't lessened the Calendar's popularity. Maurice Lizin, the Bookstore's assistant manager, operations, reports that by the end of April nearly 1,500 calendars had been handed out, purchased or mailed.

Under the new distribution policy, students must show their student card to receive a free copy of the Calendar. Their card is then marked to indicate that they have picked up their one copy. Subsequent copies must be purchased. Victoria residents are charged \$2 for each Calendar to help defray the book's production costs. Residents outside Victoria are charged \$6 to have a Calendar mailed to them. A mailing charge of \$8 applies to residents outside of Canada.

"We've mailed quite a few," says Lizin. "So far we've had no complaints about the decision to sell the Calendars. We explain that the University is trying to control its costs."

Lizin says Calendar distribution through the Bookstore is going very smoothly.

Classroom conflicts to be tackled at conference

The myriad of conflicts within the school system, from playground bullies to stalled labour negotiations between teachers and administrators, and their resolutions will be examined during "Conflict Resolution in the Schools...Building Partnerships," a conference presented by the UVic Institute for Dispute Resolution May 13 to 15 at Victoria's Ocean Pointe Resort.

Experts in dispute resolution from throughout North America will present workshops of interest to teachers, educational support staff, school administrators and other professional staff, students and parents. William J. Kreidler, Director of Conflict Resolution Programs for the Cambridge, Massachusetts-based Educators for Social Responsibility will deliver the keynote address, "Conflict

Resolution in the Schools: The Deadly Sins and the Cardinal Virtues" at 9:15 a.m. May 14. Minister of Education Anita Hagen is the guest speaker at the conference luncheon later that day.

Past-President of the B.C. School Trustees Association, Donna Jones, will moderate a Town Hall Meeting, "Conflict Resolution as a Strategy for Prevention of Violence in Schools," at 7:30 p.m. May 14. William Kreidler will speak at the meeting along with Paula Temrick, of Perspectives, Human Development Consultants, Inc. of North Vancouver; John Simpson, Vice-Principal, Montgomery Junior Secondary School, Coquitlam; Clifford Smith, Superintendent, Gibsons School District; and Adrian Brown, a district counsellor with Sooke School

District and a student representative. A fee of \$5 will be charged to members of the public who wish to attend the meeting and the reception that follows.

Throughout the conference various workshops will deal with diverse subjects such as using assertion skills to survive bullying behaviour, violence prevention in the primary grades, balancing teaching with conflict resolution in the classroom and alternatives to traditional labour bargaining.

The conference will conclude with a performance of the play *Caught in the Middle*, a short dramatic presentation by Victoria students exploring a typical adolescent conflict and its resolution.

Unidentified scientific artifact at Maltwood

Where it came from and exactly what it is is not known, but it is hiding out in the Maltwood Art Museum and Gallery storerooms. The gallery staff hope that anybody who knows anything about this contraption will come forward. "We may have inherited it from Victoria College," says Maltwood Director Martin Segger, who believes the contraption formerly had a home in the Chemistry Department. If you have a clue about what it is, please phone the Maltwood.

Aid sought to train South African lawyers

A UVic law faculty organization, created to help train black South African lawyers, is set to make its first contribution to legal resources centres throughout the African country. A benefit dance held at the end of February and memberships in Canadian Lawyers for South African Education have raised \$700.

"These resource centres were established to provide legal aid and advice to individuals who would normally not have access to such services," says Professor John McLaren, who founded the organization with colleagues Professor Lisa Philipps and Professor Hester Lessard. "The money will go towards assisting the centres to train articling students and paralegals to work there."

McLaren first thought about creating the organization following a dinner with a guest from South Africa who informed him that there were only between 500 to 600 black lawyers for a black population of 25 million.

"The black population will need a wide range of legal skills as they come to terms with running a country," says McLaren. "They'll need lawyers representing their perspective."

There are other groups in Canada with objectives similar to Canadian Lawyers for South African Education. McLaren hopes to involve members of Victoria's legal community in the organization and ultimately wants to form a formal link with a South African legal school—ideally one that educates non-white students. Membership in Canadian Lawyers for South Africa is \$25 for faculty members and lawyers, \$10 for students and \$50 for legal firms. For further information contact McLaren at 721-8162.

Archives attracts aid

University Archives has received several grants recently that are helping it provide better service to its users. It received \$2,839 from the UVic Alumni Association for the purchase of a new photocopier. Prior to this purchase, copies of Archives materials had to be made on another floor in the library.

Archives has also been awarded \$10,000 from the Canadian Council of Archives Backlog Grants program to index its collection of 1,200 Canadian military maps. It will also receive a matching grant of \$7,675 from the Community Archives Assistance Program, Ministry of Government Services, to complete its guide to Canadian military records. This will match funds remaining from a SSHRC Research Tools grant and \$1,500 from the Military History Program of the Department of History. The funds will enable Archives to complete the cataloguing of photographs and about 500 hours of oral history tapes, including 78 interviews with Major General George R. Pearkes containing important material on the First World War, the Diefenbaker Government, and defence matters in general.

Royal Commission likes Ruff's recommendations

BY PATTY PITTS

Australia sometimes uses aboriginal names for its electoral ridings. Québec voters cast ballots in constituencies named for Québécois poets or explorers. Yet elsewhere in Canada riding names are multi-hyphenated as MPs try to include the names of communities affected by electoral boundary changes.

Dr. Norman Ruff (Political Science) thinks that's wrong. The Royal Commission on Electoral Reform agrees with him. Its recently-released report includes his recommendations that the present procedure for parliamentary committee hearings on electoral boundaries be discontinued in favour of public hearings on changes to electoral boundaries. Where revisions involve the addition to or removal from a constituency of 25 per cent or more of the number of voters, it recommends that the commission invite submissions on these revisions and hold public hearings to consider them.

"I made my submissions to the Commission in 1990," recalls Ruff. "I was in the middle of a sabbatical and had just returned from Australia where they take the naming of their constituencies very seriously."

Since 1964, electoral boundaries commissions have been responsible for naming the constituencies they design, but it didn't take long for MPs to use their right to change the names of their constituencies through private member's bills. Since 1967, passing bills changing constituency names has been a formality: all such bills have been passed unanimously and without debate. This often creates "galloping hyphenation," according to Ruff, as MPs try to capture the changing constituency's geographic areas and communities of interest. Sometimes self-interest enters into the choice of names.

"One MP wanted a community's name included because his wife had been born there," says Ruff.

The report also recommends that electoral boundaries commissions be encouraged to consider names other than those of a geographic nature to "avoid the use of multiple hyphenation."

"In Australia, they also use politicians' names to identify constituencies," says Ruff, "but the politician must be dead for a certain period of time before his or her name can be used."

The government is under no obligation to adopt any of the commission's recommendations. While electoral reform was once considered a high priority item, Ruff admits that the constitutional debate has moved into the top place on the government's agenda.

Campus scenes



Off Haro Road

Ken Faris photo

Role of print in science education is focus of journal

De-emphasizing print goes against female students, says Yore

Dr. Larry D. Yore, former Chair of UVic's Department of Social and Natural Sciences, has been selected to edit a special issue of the *Journal of Research in Science Teaching*. Its focus will be a study of how students use print-based language to learn about science—the first time the prestigious journal has devoted an entire issue to the subject.

"It's the first time a Canadian has been asked to edit the journal,"

says an enthusiastic Yore, who has called for papers and expects to publish the special edition in the summer or fall of 1994. "This area of science education research is one that I have been working on for nearly 20 years."

Yore has long been interested in investigating possible learning differences between male and female students in an aim to attract girls to science study in grade school and maintain their interest throughout

post-secondary education. He says that the de-emphasization of the use of print language in the teaching of science discounts one of the traditional learning strengths of female students—the ability to use written language to construct ideas.

Joining Yore as editors of the journal are Dr. William G. Holliday of the University of Maryland and Dr. Donna E. Alvermann, of the University of Georgia. The deadline for papers is March 31, 1993.

RE DUCE USE CYCLE PORT

The Ring would like to hear from people who have news about steps being taken on campus to help save the environment.

Paper chase goes green

Prices of recycled paper are dropping beneath costs of regular bond

It's taken nearly 20 years, but the use of recycled paper on campus has gone from being an oddity to the rule. Virtually all office paper now used at UVic contains some recycled material and adopting a green attitude doesn't mean Purchasing Services has had to sacrifice its mandate to provide its campus customers with the most economical material.

"Recycled paper costs no more than regular paper," reports Purchasing Services Manager George Smith. "With the demand by provincial governments and large institutions for recycled product without the penalty of increased costs, paper manufacturers over the past 12 months have reduced prices to the point that quantity buying actually makes recycled product less costly than regular bond paper."

UVic purchases its office paper through a joint contract with UBC, creating a volume order that enables the supplier to of-

fer both customers "a very attractive price," according to Smith. UVic uses in excess of 20 million sheets of office paper a year, but there's evidence that people are going beyond 'recycle' to 'reduce and reuse' as well.

"I see more and more copying being done on the blank side of discarded paper," says Smith. "Copying machines have become more sophisticated so that printing on both sides of the paper has become easier, too."

The Library finds that recycled paper causes increased breakdowns in its coin-operated copying machines. It still uses standard paper to keep its machines running as efficiently as possible, especially during busy student use periods, such as exam time. Library personnel are still searching for a compatible recycled paper.

The quest has been made somewhat easier by an explosion of recycled paper products in the last year. Smith recalls he was first offered a sample of recycled paper back in 1973.

"It was off-white, and it was expensive," he remembers. "Recycled paper as a product didn't really reappear until 1989. Even then it was only available in the United States, and it cost 40 to 50 per cent more than regular paper."

Now, the selection of recycled paper is vast. Several different qualities are on the market, from glossy to linen-finish, in a wide range of colours. Most products contain only a percentage of recycled product since the fibres in 100 per cent recycled paper tend to break down when fed through copy machines or printing presses. *The Ring* is printed on 15 per cent recycled paper but the 1992 version of *UVic Facts and Figures* is printed on paper made with 100 per cent post-consumer waste. It is non-de-inked and no chlorine-based bleaching agents were used in its production. Unlike the early entries into the market, this recycled paper is made in Canada.

Russian Language Status and Teaching at UVic

BY GUNTER SCHAARSCHMIDT, SLAVONIC STUDIES

The teaching of Russian presents some special challenges in this modern world both from a pedagogical and a sociolinguistic point of view. Pedagogically, Russian is more complex than other modern, and commonly taught, languages, such as French, Spanish, and German. Russian is closest to German in terms of morphological complexity (grammatical suffixes and categories), but one has to think of two classical languages, Latin and Greek, to find a parallel in the richness of forms. As a result of this complexity, Russian takes somewhat longer to master than German, and quite a bit longer than French or Spanish. This in turn places some severe constraints on both the order of presentation of the material in Russian language classes and the ratio grammar vs. conversation in the first two years. To put it simply, the Russian language teacher has to be extremely well organized in order to cover the essentials of grammar in these first two years. And the students in turn have to put in more hours and cannot rely merely on learning "by osmosis" or repetition, but must learn grammatical concepts, such as case, motion vs. non-motion, and aspect. The teacher, if well-trained (and it does help to have gone through a methodology course here!), can get these concepts across implicitly, rather than spending a great deal of time teaching them explicitly (which amounts, in effect, to teaching another language in addition to Russian!). Fortunately, the Russian language teacher of today is in a much better position than his predecessor in the mid-sixties: he can now employ a host of innovative technology as well as some time-proven aids (songs, games, cartoons, to name just a few) that make language teaching and learning a very rewarding job indeed. World events of the last three years have created a rather unstable situation in the sociolinguistic status of Russian: it is the only one of the above mentioned modern languages that is losing speakers by the day. Virtually all of Eastern Europe, formerly under Soviet Russian domination, has turned its back on Russian officially by changing it from an obligatory school subject to an optional subject. As an option, Russian has to compete with more popular English and, to some extent, with less popular, but increasingly important German. More importantly, however, Russian is losing its status as a *lingua franca* in the Ukraine, Central Asia, the Caucasus, and the Baltic countries. These areas are in the process of returning to the official use of their native languages and of adopting either English or, in the Moslem regions, Arabic or

Turkish as supranational trade languages. It is difficult to predict what this will mean eventually to the significance of Russian as a modern language in Western Europe and North America. Perhaps matters will revert to the status of Russian before the launching of their *sputnik*, which, as the veterans in the field will remember, also managed to launch Russian from its exotic-language status to unknown heights as a world language. More likely, however, due to the opening up of Russian society to the West, there will be an increasing need for intensive Russian language training as well as for courses in Business Russian. Just how a four-year university program will be able to answer such needs if it is also to provide some training in Russian culture and literature, is an open question. One immediate need, however, seems to arise for the teaching of first-year Russian at this University. The current situation is to cover about half the textbook and complete the book in second-year Russian. Unfortunately, "half of the textbook" in this context amounts to little more than one-tenth of the grammar and vocabulary, with significant areas of grammar, such as frequent cases and aspect, not covered at all. Only about one third of the first-year students continue with second-year Russian. For the remaining two thirds to have "taken Russian" is synonymous at best with having learnt a few things rather well at the expense of a general grasp of the grammar and high-frequency vocabulary of Russian. To meet the needs of those who want to take Russian for business purposes, for travel, or even as a general survey for linguistic purposes, it will make much more sense to cover the whole grammar and high-frequency vocabulary in one year at the expense of depth and complexity. After all, even when Russian was the *lingua franca* in the Baltic countries, in Georgia, or in Kazakhstan, it functioned in a highly simplified version not unlike the simplified English used in countries, such as the Philippines or the Netherlands!

This spring, to help promote emphasis on teaching, *The Ring* is running a series of essays on teaching. Submissions from faculty members who wish to express their views on teaching are welcome, and will be run in future editions. Please limit your submission to between 250 and 550 words.

Ringers

Since last October, several retired UVic faculty and staff have been sharing their expertise during monthly discussion groups held in their homes. Dr. Lionel Adey, an English faculty member at UVic between 1967 and 1990, says the group welcomes past UVic faculty, staff and their spouses at these gatherings. Topics discussed to date include the last B.C. election, Canada's immigration policy, English deconstruction, Jungian psychology and literacy. The next discussion group will be held on May 22. For more information contact Dr. Adey at 477-4581.

Sara Fletcher, fourth-year student in honours Classics, has won second prize in the national Greek sight translation contest sponsored for students from coast to coast by the Classical Association of Canada.

Dr. David Strong, UVic President, was one of four Canadians to receive an honorary doctor of laws degree from St. Francis Xavier University, Antigonish,

Nova Scotia during the university's spring convocation ceremonies on May 3. Strong, UVic's fifth President and Vice-Chancellor, came to Victoria from Memorial University in Newfoundland (MUN) where he earned a bachelor of science degree before completing his master of science degree at Lehigh University in Pennsylvania. In 1970 he earned a doctorate from the University of Edinburgh. He began his career in teaching and research at MUN and during his 20 years there served as professor in the earth sciences department, university research professor and special advisor to the president, and vice-president (academic). He is a Fellow of the Royal Society of Canada, the Geological Association of Canada and the Geological Society of America. Other Canadians to receive honorary degrees during the ceremony were Reverend Malcolm MacDonell, retired President of St. Francis Xavier; Maureen Forrester, acclaimed contralto; and Raymond Francis Tremblay, a Native leader from Perth Andover, New Brunswick.

Dr. Hari M. Srivastava, Department of Mathematics and Statistics, has been elected an Honorary Foreign Member of the Royal Academy of Sciences, Literature and Fine Arts of Belgium. At any given time, the total number of Honorary Academy members in all science disciplines does not exceed 50.

Astronauts *from page 1*

rigorous training he and Bondar underwent prior to the mission. As a spacelab operations radio communicator, and Bondar's back-up astronaut, he too emerged from the experience with a renewed conviction to protect the earth's environment. Money, who holds bachelor's and master's degrees and a doctorate in physiology, also urged people to be just as vigilant with their own well-being.

"I've met about 100 astronauts," he told his audience. "Not a single one smokes cigarettes or uses drugs. Whether or not you want to be astronauts, take good care of your bodies and take good care of the planet."

Among the experiments conducted aboard Discovery was one observing the separation of oil and water in an atmosphere devoid of gravity. Money said that the knowledge gained from this could be applied to research involving the separation of cancerous and non-cancerous cells in humans. During extensive training in Huntsville, Alabama he experienced weightlessness and said that "it was a fabulous thing to be without gravity."

The training procedure that drew the most reaction from the audience was Money's detailed description of learning to use a replica of the shuttle's space toilet. A small TV screen located in the toilet's three-inch opening acted as a visual aid in assisting the astronauts with their aim.

"A certain precision is required," said Money to appreciative laughter.

The importance of accuracy during weightlessness was evident during Bondar's movies. On screen she frequently bounced off equipment and spun like a corkscrew while adapting to day-to-day life without gravity. She filmed fellow astronauts working out on stationary bicycles and ergometers, part of an experiment to determine

which kind of exercise is best suited for long-term missions. There was also footage of astronauts filming her for an upcoming IMAX production, *Our Destiny: Space*, scheduled for release to theatres in 1994.

She said her favourite experiment involved assembling a microscope onboard Discovery to observe studies involving plant tissue. Bondar filmed the quick progress shown by young plants growing in space and attributed it to the fact that the seeds were planted in Canadian soil.

Following the presentation Bondar presented Strong with a display of photos of the mission and badges that were taken aboard Discovery. The two astronauts were given sweatshirts featuring the UVic-Commonwealth Games joint logo which Money and Bondar promptly put on over their blue flight suits.

Before the pair could leave the auditorium, school children began gathering at the stage steps, offering handcrafted space shuttle replicas for autographing and a basket of flowers as a gift. No request for a photo or a handshake was denied as Canada's biggest heroes met some of their smallest fans.

Letter

Dear Editor,

Rod Symington's letter:

Said the chair to a rapturous Floor,
'Gender neutral I really adore,
Lingo too sexy,
Might cause apoplexy,
So keep your suffix well wrapped,
I implore.'

Yours sincerely,
Robert Farrell, Library



UVic was well represented at the 88th annual meeting of the Association of American Geographers held in San Diego from April 18 to 22. Four papers authored by members of the department were presented at what is likely the largest annual gathering of geographers in the world. The authors and their papers were Paul Chamberlain, doctoral student, who spoke on Shakespeare's Globe: The Significance of the Wilderness in the Elizabethan Landscape; Dr. Mark Flaherty who spoke on Commercial and Small-scale Fisheries Disputes in the Gulf of Thailand (co-authored with graduate student from Thailand, Choomjet Karnjanakesorn); Dr. Peter Keller who spoke on Design of a Marine GIS for Navigation and Marine Resource Management (co-authored with Adrian Dolling); and Flaherty and master's student Henry Kucera who co-authored, with Mark Sondheim of the Ministry of Parks and Lands, a paper on The Conquest of Space and Time with SAIF. The conference was also attended by Dr. Colin Wood, Dr. Eileen Van der Flier-Keller and sessional lecturers Dr. Barbara Carmichael, Catherine Hooey and Tim Bailey. Relaxing, poolside, in the photo above, are (front row left to right): Kucera and Bailey and (back row) Hooey, Flaherty and Chamberlain.

Calendar

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS MAY 19.

A ATHLETICS E EXHIBITIONS F FILMS L LECTURES M MUSIC R RECREATION T THEATRE W WORKSHOPS & CONFERENCES O OTHER

Continuing

E 10:00 a.m. *From the Collection*. To May 15. Maltwood Art Museum & Gallery. University Centre Auditorium. Info 721-8298.

O 4:00 p.m. Islamic Teaching Series. Last Sunday of every month. Interfaith Chapel, University of Victoria.

Friday, May 8

L 2:30 p.m. *Studies on Mixing and Transport at a Sheared Density Interface*. Greg Sullivan. Lecture (Mechanical Engineering). Engineering Office Wing 430. Info 721-8895.

F 7:00 & 9:30 p.m. *Fried Green Tomatoes* (USA, 1991) John Avnet. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

O 8:00 p.m. *Puss and Boots*. Academy of Ballet. \$6-\$8 at University Centre Box Office. University Centre Auditorium. Info 385-2622.

Saturday, May 9

C 9:00 a.m. B.C. Environmental Network Annual Spring Conference. \$30. David Lam Auditorium, MacLaurin Building. Info 733-2400.

F 7:00 & 9:30 p.m. *Fried Green Tomatoes* (USA, 1991) John Avnet. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

O 8:00 p.m. *Puss and Boots*. Academy of Ballet. \$6-\$8 at University Centre Box Office. University Centre Auditorium. Info 385-2622.

Sunday, May 10

R 2:00 p.m. *Walk for Hearts*. First Open Heart Society of B.C. will be holding its walk on campus. McKinnon. Info 727-2123.

F 7:10 & 9:20 p.m. *Bonnie & Clyde* (USA, 1967) Arthur Penn. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Greater Victoria Music*

Festival. Dance Highlights. \$3-\$5 at University Centre box office. University Centre Auditorium. Info 386-9223.

Monday, May 11

L 2:30 p.m. *Chemically Reacting Turbulent Mixing Layers*. Robert Gore. Lecture (Mechanical Engineering). Engineering Office Wing 430. Info 721-8895.

L 3:00 p.m. *Into the Breach! Do Mechanosensitive Ion Channels Enable Rust Fungi to Recognize the Stomatal Openings of their Hosts?* Dr. Mary Ann Stumpf, Toronto, Ontario. Lecture (Biology). Elliott 162. Info 721-7094.

F 7:15 & 9:20 p.m. *The World of Apu* (India, 1958) Satyajit Ray. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Greater Victoria Music Festival*. Festival Highlights. \$8-\$10 at University Centre box office. University Centre Auditorium. Info 386-9223.

Tuesday, May 12

F 7:15 & 9:00 p.m. *The Cat People* (USA, 1942) Jacques Tourneur. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

O 7:30 p.m. *Global Warming & Climate Change*. Dr. Lou Hobson, President, Canadian Meteorological and Oceanographic Society. (Public Meeting). Hear leading scientists discuss the possible effects of global warming on our planet. Victoria Conference Centre. Info 727-5114.

Wednesday, May 13

L 2:30 p.m. *Liquid Phase Epitaxial Growth of Crystals in a Sandwich System*. Dr. Saadet Erbay. Lecture (Mechanical Engineering). Engineering Office Wing 430. Info 721-8895.

M 7:00 p.m. *Monterey School Spring Concert*. University Centre Auditorium.

M 8:00 p.m. *Greater Victoria Music*

F 7:30 p.m. *At Play in the Fields of the Lord* (USA, 1991) Hector Babenco. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Thursday, May 14

F 7:30 p.m. *At Play in the Fields of the Lord* (USA, 1991) Hector Babenco. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

A Public Meeting on Global Warming & Climate Change

will be held at 7:30 p.m. on May 12 in the Victoria Conference Centre.

Hear leading scientists discuss the possible effects of global warming on our planet.

Learn how ozone depletion may affect the rate of global warming.

Find out about the United Nations Summit in Brazil and what is being proposed.

Dr. Lou Hobson, Chair of the UVic Biology Department, will be among the panelists. **Eve Savory**, environment specialist with the CBC, will be moderator.

Free and open to the public

Friday, May 15

L 2:30 p.m. *Convective Heat Transfer From Arrays of Modules With Non-Uniform Heating: Experiments and Models*. Ann M. Anderson. Lecture (Mechanical

F 7:30 p.m. *An Angel at My Table* (New Zealand, 1990) Jane Campion. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Saturday, May 16

F 7:10 & 9:30 p.m. *The Commitments* (USA/GB, 1991) Alan Parker. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Sunday, May 17

F 7:15 & 9:15 p.m. *Atlantic City* (Canada/France, 1981) Louis Malle. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Monday, May 18

F 7:00 & 9:15 p.m. *Two Daughters* (India, 1962) Satyajit Ray. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Tuesday, May 19

L 11:30 a.m. *Canadian Aid to Developing Countries*. Mr. Emil I. Baran, Director, Education and Training, Professional Services Branch, CIDA. Lecture (CAPI). Begbie 157. Info 721-7020.

F 7:15 & 9:00 p.m. *I Walked with a Zombie* (USA, 1943) Jacques Tourneur. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Wednesday, May 20

F 7:30 p.m. *An Angel at My Table* (New Zealand, 1990) Jane Campion. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Thursday, May 21

F 7:30 p.m. *An Angel at My Table* (New Zealand, 1990) Jane Campion. \$5-\$6.50 at door. SUB

Engineering). Engineering Office Wing 230. Info 721-8895.

F 7:10 & 9:30 p.m. *The Commitments* (USA/GB, 1991) Alan Parker. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Saturday, May 23

F 7:00 & 9:35 p.m. *The Prince of Tides* (USA, 1991) Barbara Streisand. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Sunday, May 24

F 7:10 & 9:20 p.m. *Miller's Crossing* (USA, 1990) Joel and Ethan Coen. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Monday, May 25

F 7:30 p.m. *The Home and the World* (India, 1984) Satyajit Ray. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Tuesday, May 26

F 7:15 & 9:00 p.m. *The Leopard Man* (USA, 1943) Jacques Tourneur. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Wednesday, May 27

F 7:15 & 9:20 p.m. *The Search for Signs of Intelligent Life in the Universe* (USA, 1991) John Baily. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

Thursday, May 28

O 2:00 p.m. *Spring Convocation*. University Centre Auditorium.

F 7:15 & 9:20 p.m. *The Search for Signs of Intelligent Life in the Universe* (USA, 1991) John Baily. \$5-\$6.50 at door. SUB Theatre. Info 721-8365.

New Appointments—Faculty

A. Perry Biddiscombe, B.A., M.A. (New Brunswick), Ph.D. (L.S.E.), appointed Assistant Professor, Department of History, July 1, 1992 to June 30, 1995.

Lorna Crozier, B.C. (Sask.), M.A. (Alta.), appointed Assistant Professor, Department of Creative Writing, July 1, 1992 to June 30, 1995.

Catherine D. Harding, B.C. (McGill), Ph.D. (London), appointed Assistant Professor, Department of History in Art, July 1, 1992 to June 30, 1995.

Margaret Hollingsworth, B.C. (Lakehead), M.F.A. (Brit. Col.), appointed Assistant Professor, Department of Creative Writing, July 1, 1992 to June 30, 1995.

Sheila M. Rabillard, B.A. (Queen's), B.Ed. (W. Ont.), M.A. (Queen's), Ph.D. (Princeton), appointed Assistant Professor, Department of English, July 1, 1992 to June 30, 1995.

Theresa M.R. Richardson, B.F.A. (Calif.-Berkeley), Ph.D. (Brit. Col.), appointed Assistant Professor, Department of Communication and Social Foundations, July 1, 1992 to June 30, 1995.

Christopher A. Thomas, B.A. (York), M.A. (Tor.), Ph.D. (Yale), appointed Assistant Professor, Department of History in Art, July 1, 1994 to June 30, 1997.

Jane (Juan-Juan) Ye, B.Sc. (Xiamen Univ.), M.B.A., Ph.D. (Dalhousie), ap-

Gazette

The Board of Governors reports the following proceedings from the regular meeting held on 27 April 1992, effective as shown.

Special Appointments—Faculty

Robert Youds, B.F.A. (U of Vic), M.F.A. (York), appointed Assistant Professor, Department of Visual Arts, July 1, 1992 to June 30, 1995.

Margot E. Young, B.A. (Brit. Col.), LL.B., M.A. (Tor.), M.A. (Calif.-Berkeley), appointed Assistant Professor, Faculty of Law, July 1, 1992 to June 30, 1995.

Peter A. Baskerville, Associate Professor, Department of History, reappointed Chair, Department of History, July 1, 1992 to June 30, 1995.

Peter G. Liddell, Associate Professor, Department of Germanic Studies, re-appointed Academic Director, Language Centre, July 1, 1992 to June 30, 1995.

Early Retirement and Resignations

Carey J. Denholm, Associate Professor, School of Child and Youth Care, June 30, 1992.

Jill E. Strapp, Program Assistant, CBIS, Division of University Extension, March 27, 1992.

Philip J. Sumsion, Network & Technical Services Manager, Computing and System Services, April 3, 1992.

Beverly Timmons, Association Dean, Faculty of Education, June 30, 1992 (Dr. Timmons will continue her position as Associate Professor, Psychological Foundations).

RECREATIONAL SWIMMING HOURS FOR THE POOL ARE AS FOLLOWS:

Monday to Thursday

7:30 am to 9:00 am*
11:30 am to 1:30 pm
3:30 pm to 6:00 pm* (3:30 to 4:15 pm)
8:30 pm to 9:30 pm*

Friday

7:30 am to 9:00 am*
11:30 am to 1:30 pm
3:30 pm to 6:00 pm* (3:30 to 4:15 pm)*

1:00 to 5:00 pm

Saturday & Holidays

1:00 pm to 3:00 pm
3:00 pm to 5:00 pm

*(One Lane Open)

CLOSURE: POOL MAINTENANCE EFFECTIVE MONDAY, AUGUST 17TH TO TUESDAY, SEPTEMBER 1ST, INCLUSIVE